



Gender Pay Report 2026



autism plus

ADDING VALUE TO LIVES

A Message from Philip Bartey, Chief Executive Officer

We are a charity that supports adults and young people with autism, learning disabilities and mental health conditions across Yorkshire and Humber. Every part of what we do is about supporting people to take control over their lives. In order to do this, we pride ourselves on creating a diverse workforce of committed and hard-working teams, whereby we provide opportunities of development to all.

We welcome the opportunity to carry out Gender Pay Reporting, which is part of the Equality Act 2010, and to provide analysis on the results. The gender pay gap shows the difference in the average pay between all men and women in a workforce, and this report outlines Autism Plus Ltd.'s gender pay gap using the snapshot date of 5th April 2025. This information will be the basis of ongoing reviews and analysis in order to increase the diversity of the organisation and to continue to provide a quality service in line with Autism Plus philosophy.

I can confirm that the information and data in this report is accurate and complies with the Equality Act 2010, Gender Pay Gap information Regulations 2017.

Philip Bartey, CEO



The Results

The table below shows the overall Autism Plus results

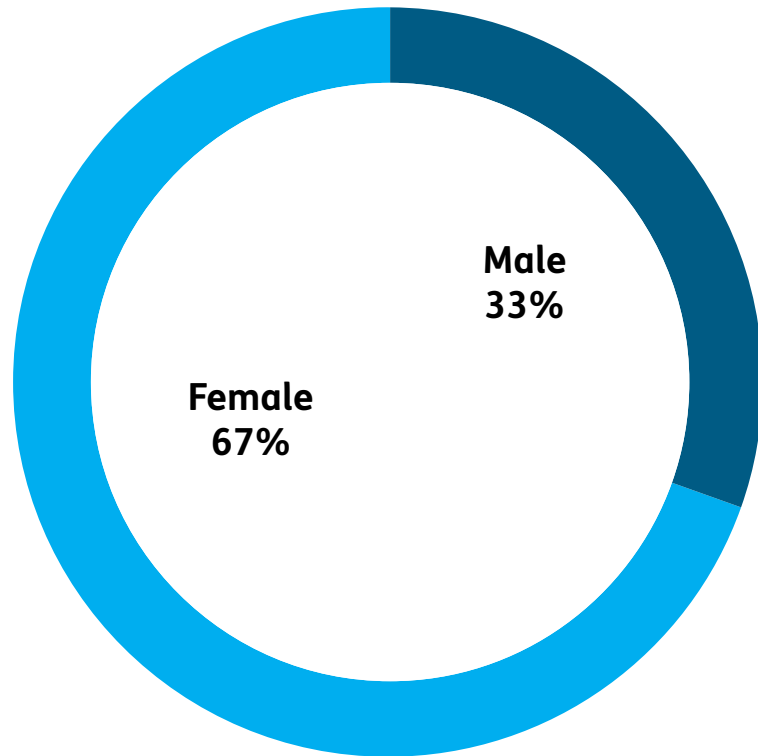
Mean (Average) Gender Pay Gap	0.07%
Median (Middle value) Gender Pay Gap	0%
Autism Plus do not operate a bonus scheme	

Proportion of Males and Females in each Pay Quartile

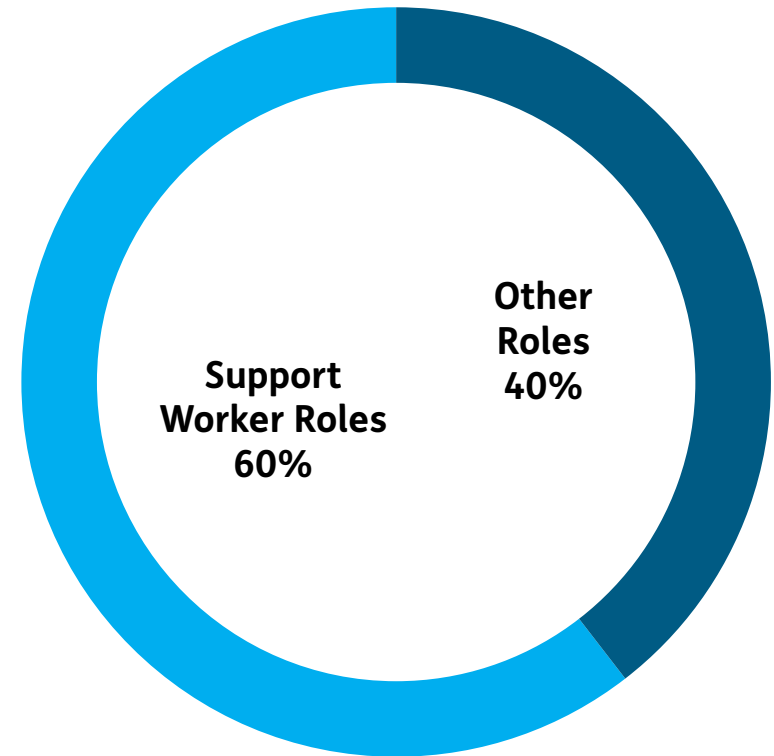
Quartile	Male	Female
Lower	35%	65%
Lower Middle	35%	65%
Upper Middle	26%	74%
Upper	36%	64%

The Results

Total Workforce



Support Worker Roles



Analysis

Our approach to pay is based on the job role, and therefore men and women that do equivalent jobs are paid at an equal level.

The report details that 67% of the total workforce are female. The Support Worker role makes up around 60% of the charity and from our experiences with recruiting people into these roles it tends to attract more female applicants, hence a high percentage of our workforce being female. Gender distribution throughout all levels within the organisation remains relatively consistent, with a higher percentage of female employees, compared to male employees in each pay quartile.

Our median average pay gap for 2025 is 0% which means there is no pay gap between males and females. Our mean average pay gap is only 0.07%. It's worth noting that the CEO is male, which has an impact on the overall figure.